Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

BIE School: BIE (and below)

For 1st Quarter 2022 for period ending December 31, 2021

	Comparative Data												
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2022Thru12-31							
	2017	2018	2019	2020	2021	2022111Fu12-31							
Number of Complaints Filed	21	13	15	13	13	3							
Number of Complainants	21	13	15	13	13	3							
Repeat Filers	0	0	0	0	0	0							

Complaints by Davis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Race	9	6	3	2	6	1
Color	2	0	1	0	0	0
Religion	2	1	0	0	3	0
Reprisal	11	4	6	9	8	0
Sex	5	6	2	1	4	1
PDA	0	0	0	0	0	0

National Origin	3	1	1	1	0	0
Equal Pay Act	1	0	0	0	0	0
Age	7	4	7	5	5	0
Disability	6	1	3	3	4	0
Genetics	1	0	1	0	0	0
Non-EEO	1	2	0	0	0	1
			Com	parativ	ve Data	l
Complaints by Issue	Pre	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Appointment/Hire	1	2	3	3	1	0
Assignment of Duties	1	0	3	2	2	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			-		-	
Demotion	0	0	0	0	0	0
Reprimand	2	2	1	0	1	0
Suspension	2	0	0	1	1	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	2	0	1	1	1	0
Perf. Eval./ Appraisal	0	2	0	3	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	6	2	0	5	0

Sexual	1	0	1	0	0	1
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	0	0	1	1	1
Promotion/Non-Selection	0	1	0	1	1	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	3	1	3	0
Reasonable Accommodation Disability	2	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	7	1	2	3	4	1
Terms/Conditions of Employment	2	1	0	2	2	0
Time and Attendance	2	0	1	0	0	0
Training	1	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative I	Data	
Processing Time		Previo	ous	Fisc	al Y	ear	· Data		2022Thru12-
	2017	201	8	202	19	2	020	2021	31
Complaints pending during	g fiscal	year							
Average number of days in investigation	189.0	6 202.8	88	208	.92	18	32.44	336.77	326.60
Average number of days in final action	39.75	67.0	18	61.	61.50		9.86	78.67	168.67
Complaint pending during	fiscal y	ear whe	ere	heari	ng v	vas	reques	sted	
Average number of days in investigation	192.4	0 181.0	67	222	.44	17	70.11	344.88	320.67
Average number of days in final action	27.33	.33	.	21.	00	7.	5.75	74.80	60.00
Complaint pending during	fiscal y	ear whe	ere	heari	ing wa		not re	quested	
Average number of days in investigation	187.5	5 212.0	60	178	.50	18	88.00	323.80	335.50
Average number of days in final action	47.20	94.3	94.38		75	15	55.33	98.00	223.00
					Co	m	parati	ve Data	
Complaints Dismissed Agency	by	Pro	evio	ous F	'isca	lΥ	ear D	ata	2022Thru12-
9		2017	2	018	201	19	2020	2021	31
Total Complaints Dismisse Agency	ed by	3		1	2	,	0	1	0
Average days pending price dismissal	or to	202.33		130	15	8	0	321	0
Com	plaints	Withd	rav	vn by	Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	1		0	0		0	0	0

	Comparative Data													
Total Final Agency Actions Finding]	Pre	vious	s Fi	scal Y	ear	· Dat	a		2022	Γhru12		
Discrimination	20	17	20	18	20	019	20	20	2	021		31		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		2		0		1		0			
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0		
With Hearing	0	0	0	0	2	100	0	0	0	0	0	0		
Findings of						Com	par	ative	e Da	nta				
Discrimination Rendered by Basis	Previous Fiscal Year Data											Thru12		
Note: Complaints can be	20	017	20	018	2	019	20	020	2	021		31		
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		2		0		1		0			
Race	0	0	0	0	0	0	0	0	0	0	0	0		
Color	0	0	0	0	0	0	0	0	0	0	0	0		
Religion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal	0	0	0	0	1	50	0	0	1	100	0	0		
Sex	0	0	0	0	0	0	0	0	0	0	0	0		
PDA	0	0	0	0	0	0	0	0	0	0	0	0		
National Origin	0	0	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0		
Age	0	0	0	0	2	100	0	0	0	0	0	0		
Disability	0	0	0	0	0	0	0	0	0	0	0	0		
Genetics	0	0	0	0	0	0	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		

Findings After Hearing	0		0		2		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	50	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	pai	ativ	e D	ata		
Findings of Discrimination		I	Prev	vious	Fis	scal '	Yea	r Da	ıta		2022	Thru12-
Rendered by Issue	20	2017)18	20)19	20)20	2	021		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											-	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						,						•
Non-Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		2		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

									1			
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						1						
Findings Without Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1											
Harassiicit												

C 1								0		0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Total complaints from previous Fiscal Years	5	7	11	17	11	19
Total Complainants	5	6	11	17	11	19
Number complaints pending						
Investigation	1	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	5	7	10	15	9	14
Final Agency Action	0	0	1	3	3	2
Appeal with EEOC Office of Federal Operations	0	4	2	0	3	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	0	0	4	1